

Vote 7/9/07

Memorandum of Agreement

The parties, Township of Toms River and the Duxbury Township Unified Professionals Association Agree to the following terms for a Succession Contract to the Agreement ending June 30, 2006. These terms, while agreed to by the respective negotiation committees, must be ratified by Both Governing Bodies. The terms are as follows:

✓ 1. Duration: July 1, 2006 through June 30, 2011

✓ 2. Wages Increases:

Retrospective to 7/1/06 :	2.0%
Effective July 1, 2007 :	3.9%
" July 1, 2008 :	3.9%
" July 1, 2009 :	3.9%
" July 1, 2010 :	3.9%

✓ 3. Health Benefits:

(B) S

All employees, effective 7/1/07 or as soon as reasonably possible, shall select either the PPO and POS Plans and thereafter the Traditional Health Plan will be eliminated

✓ 4. Prescription (B) S

Effective 7/1/07 or as soon as reasonably possible, all employees shall pay the following Deductibles: \$5 - Generic \$20 Grand-Nurse, 10% Initial Visit, 20% Subsequent Visits

✓ Mail orders - (3 month supply) \$0

5. ✓ Health Benefits.

No Change to Retiree Health Benefit.

✓ 6. Retirement of the 80-90-100 Salary Program
All people currently in the 80/90-100
Salary Program will be phased in over
a maximum of a two (2) year period
beginning upon Ratification of this Agreement
by the parties. The Boardship will make
every effort to shorten this time period

✓ 7. Effective 7/1/2007 Electrical, Building and
Plumbing Inspectors will move from
Grade 9 to Grade 11.

✓ 8. Effective January 1, 2008 Article VI (Vacations)
Section (B)(I) shall eliminated and all
employees will be subject to Section A.

✓ 9. Effective January 1, 2008 Article IX (Bereavement)
Section (A) will reflect "Death and/or Burial"
rather than "Death" and "Burial." Additionally
"Immediate Family" shall reflect "Step Parents,"
"Spouse's Parents and Spouse's Step-Parents" ✓ 15

10. Sick Leave Downward

Revised to reflect that "employees may make unlimited donations and receipt of sick time to any Township employee, not limited to members of this Association, stricken with an illness or injury as defined in section 153 of the Township's personnel policy.

- ✓ 11. Parties agree to revise the "Union Recognition" Article to reflect removal of "Board of Health" employees.
- ✓ 12. Effective January 1, 2008 or as soon as reasonably possible, the parties agree to eliminate Sections (K), (L) and (M) under Article XI (Work Schedule).
- ✓ 13. The parties agree to delete Article XII (Executive) Section (i).
- ✓ 14. The parties agree to revise Article XVII (Workers Compensation) to reflect that employees will receive 100% of their wages for 6 months and at the Statute Rate for the following 6 months.
Statutory

15 The parties agree to revise Article ~~XVII~~ (B) to reflect changing "Suspension/Discharge" to "discipline".

✓ 16 The parties agree to revise Article ~~XVII~~ (14th day) to place "Martin Luther King's Birthday" in the holiday schedule.

✓ 17. The parties agree to delete Article ~~xxxiv~~ ~~§~~.

✓ 18 The parties agree to revise Article xxxii, Section B to reflect "Division of Human Resources" from "Personnel Department"

✓ 19. The parties agree to revise Article VI to reflect a "No Strike provision".

✓ 20. The parties agree to revise Article X, Section A, to add "at the Association's expense" at the end of the last sentence

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The parties agree to place language which is mutually agreed upon, to set forth "Bumping Rights" for employees

The parties agree to establish by Side-Bar Agreement the terms to address "Job Descriptions" and "Promotional Guidelines"

123. The parties agree to mutually via
Scope of negotiations to resolve the
issue of whether the Employer has the
authority to hire and place a person
anywhere within the established
geographic range of the job title to
which the person is hired.

Township of Toms River

A handwritten signature consisting of a circle on the left and a stylized line extending to the right.

DoverTwp Union Professing

Dorothy F. Alexander
Patricia E. Kerr
Alene Keenan
Dawn Lange

Date: 6/27/2007